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This report summarizes some of the findings of the subcommittee study and concludes with a recommendation for a revised salary schedule to become effective July 1, 1961. In drawing its recommendations, the subcommittee considered the development of salary practices at the university in recent years, proposed salary increases in the 2 years following the study and salary policies and practices in comparable institutions. In addition, it took into consideration the general financial conditions in the State and particularly the framework of the State salary policy. It also made a realistic appraisal of economic conditions for 1961 when the recommended policy would become effective.

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REPORT ON
SALARY SCHEDULE

A report to the
Policy Committee.

Prepared by the
Sub-Committee on Salaries

May 9, 1960

Approved by the Policy Committee
May 16, 1960

Approved by the Board of Trustees
June 13, 1960

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Office of Education

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May 9, 1960

Policy Committee
University of Rhode Island

Sub-Committee on Salaries

REPORT ON SALARY SCHEDULE

Introduction: In the fall of 1959 the Sub-Committee on Salaries was asked by the President to review the present salary schedule of the University in the context of the present status of actual salaries being paid, and the anticipated changes upward resulting from the salary proposal included in the 1960-61 budget by the Board of Trustees. The sub-committee was asked to report its conclusions and recommendations for revision of the salary schedule to the Policy Committee by May 15, 1960. This report summarizes some of the findings of the sub-committee study during the past five months and concludes with a recommendation for a revised salary schedule for the University to become effective July 1, 1961.

Present Status of University Salaries: Existing salary policy may be viewed in two ways. The salary schedule as stated in the University Manual is:

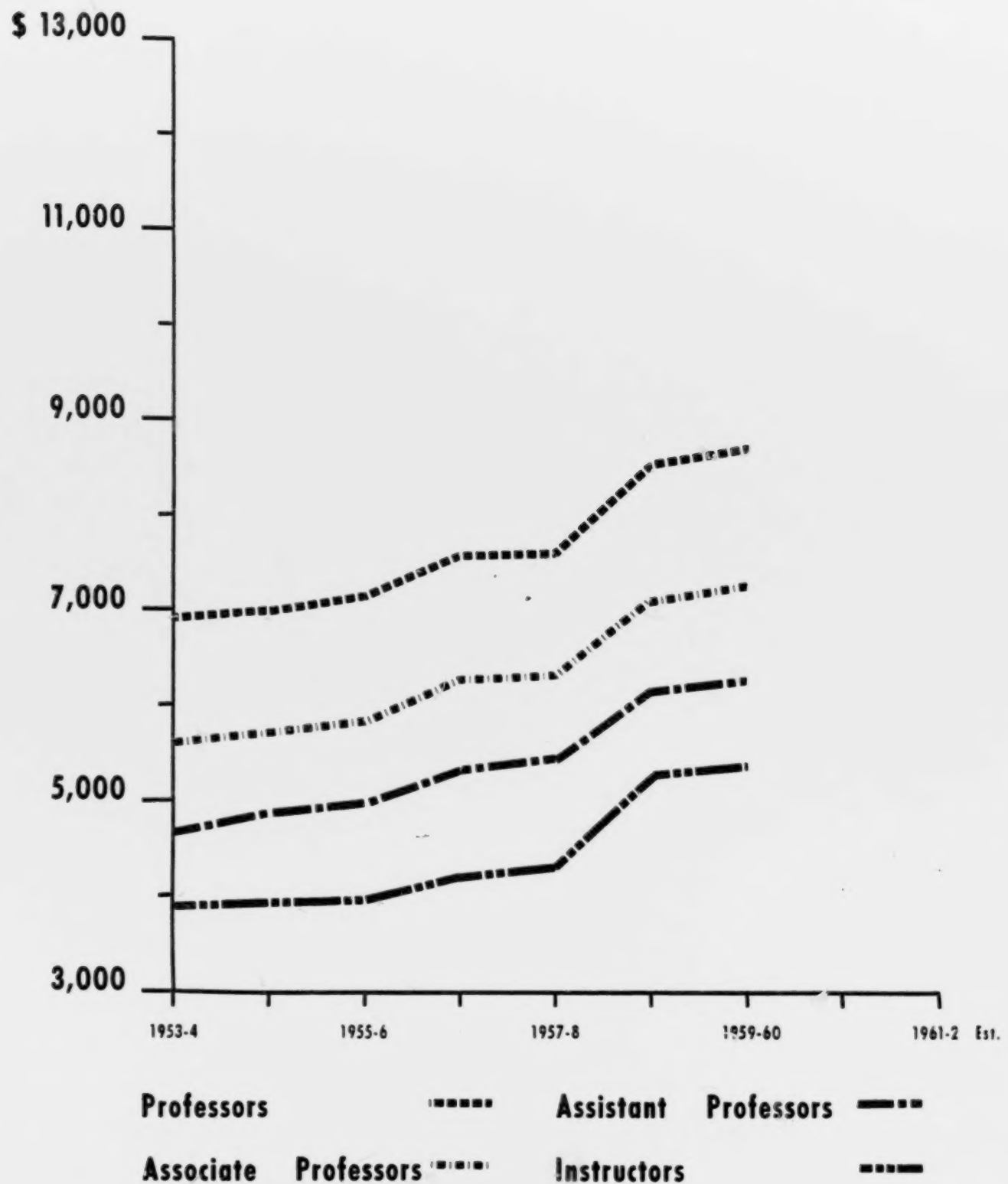
Professor	\$7,500 - 9,500*
Assoc. Prof.	6,400 - 8,000
Asst. Prof.	5,600 - 6,800
Instructor	5,000 - 5,800

Two supplementary notes apply to this policy. The * for professors indicates that salaries in excess of the normal maximum are paid in recognition of exceptional ability and meritorious service. Also, a fifteen percent differential is applied to calendar year appointments.

Faculty salaries may also be viewed in terms of actual salaries paid at present and in recent years. Figure I shows the average salary actually paid by rank for academic year appointments from 1953-54 to 1959-60. A steady increase in actual salaries paid is evident over the seven-year period in all ranks, with a sharp increase in 1958-59 at the time of the last change in salary policy. Professors advanced from an average salary of \$6,930 in 1953 to \$8,692 in 1959-60. Similar study may be made in Figure I of salaries in other ranks.

Comparison With Other Institutions: Comparisons with other institutions may be made in several ways. The committee made an exhaustive study of all available data describing universities similar to U.R.I., placing particular emphasis on state universities in the Northeastern United States. Table I shows average academic year salaries by rank

Figure 1
UNIVERSITY OF RHODE ISLAND
Faculty Salaries for Academic Year
1953-54 TO 1959-60
 (AVERAGE SALARY PAID)



Source: Office of Institutional Research

May 9, 1960

TABLE I

Average Academic Year Salary
U.R.I. and 11 North Atlantic Public Universities
1959-60.

	U.R.I.	11 No. Atl.
Professors	\$8,692	\$9,640
Assoc. Prof.	7,268	7,800
Asst. Prof.	6,262	6,540
Inst.	5,331	5,410

Source: U.R.I. and U.S. Office of Education.

for U.R.I. and 11 North Atlantic publicly supported universities, the group of closest reasonable comparability. U.R.I. is significantly below the group norm, which included U.R.I., in the upper two ranks, and near the norm in the lower two ranks. This would indicate a need for more rapid improvement in salaries in the upper ranks at U.R.I. especially for full professors.

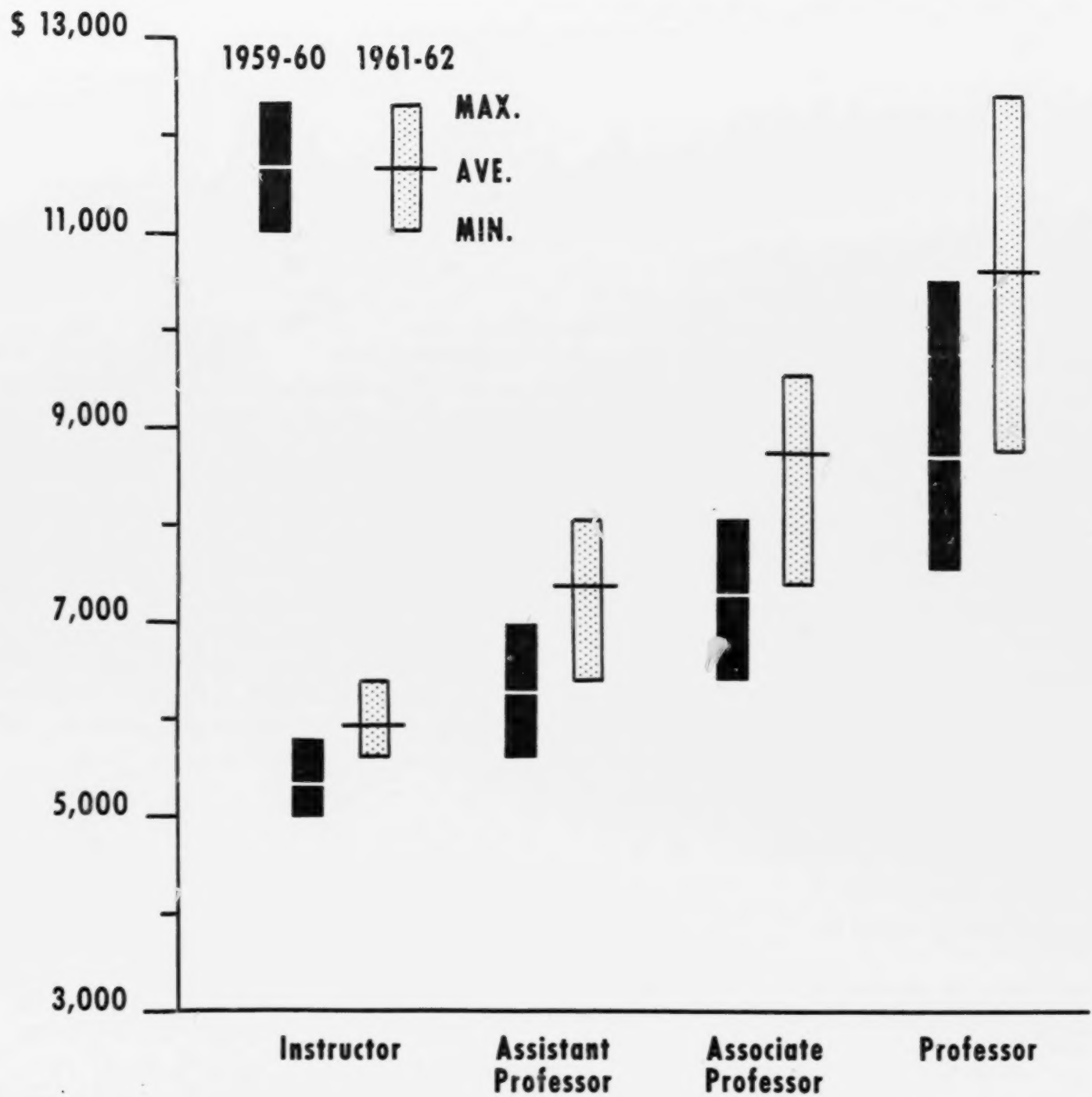
Comparisons were also made with individual institutions where data was available. Average salaries actually paid in 1959-60, are significantly higher at the Universities of Connecticut, Massachusetts and New Hampshire, in the upper ranks. Further, two of the New England state universities already have top salaries for full professors of \$12,000 or over, and two universities within the nine Northeastern state universities maintain minimum salaries for the same rank of \$1,000 or more above U.R.I. At least two institutions among this group, while not significantly higher than U.R.I. in the current year, have already adopted substantial increases in salary schedules effective with the next academic year.

Estimated U.R.I. Salaries for 1960-61 and 1961-62: In addition to analysis of average salaries actually paid, analysis may also be made of the range of salaries paid in each rank. Figure 2 shows the range of high and low salaries paid for academic year appointments at U.R.I. in 1959-60. Comparison of this present salary practice with the existing schedule referred to above will show that in all ranks except instructor, one or more individuals are above the stated maximum.

The committee made a very careful study of the impact of the salary recommendation included in the budget of the University beginning July 1, 1960. It was also tentatively agreed by the Board of Trustees that a similar salary request would be included in the budget for the year beginning July 1, 1961. Based on the information available estimates were made of what the actual salaries paid might be in the next

Figure 2

UNIVERSITY OF RHODE ISLAND
Maximum, Minimum and Average Faculty Salaries by Rank
1959-60 AND 1961-2



two years. Figure 2 illustrates this estimate for 1961-62 in terms of high, low and averages for each rank. Figure 3 shows the estimated increases of average salaries paid for each rank in comparison with the past seven years.

Two factors are clear in analysis of the changes anticipated in faculty salaries over the next two years. First, there will be a much more significant rate of increase in the next two years than during the past seven, with the single exception of the salary adjustment in 1958. Second, the rate of increase will be relatively greater in the upper ranks in contrast to the constant rate of increase in all ranks in the past.

Recommendations of the Committee: In drawing its recommendations for a revised salary schedule, the committee has considered all of the above factors: a) development of salary practice at U.R.I. in recent years; b) proposed salary increases in the next two years; c) present status of salary policy and practice at comparable institutions. In addition, the committee also considered the general financial situation in the state and particularly the framework of the state of Rhode Island state salary policy; and a realistic appraisal of economic conditions in 1961 when the recommended policy would become effective.

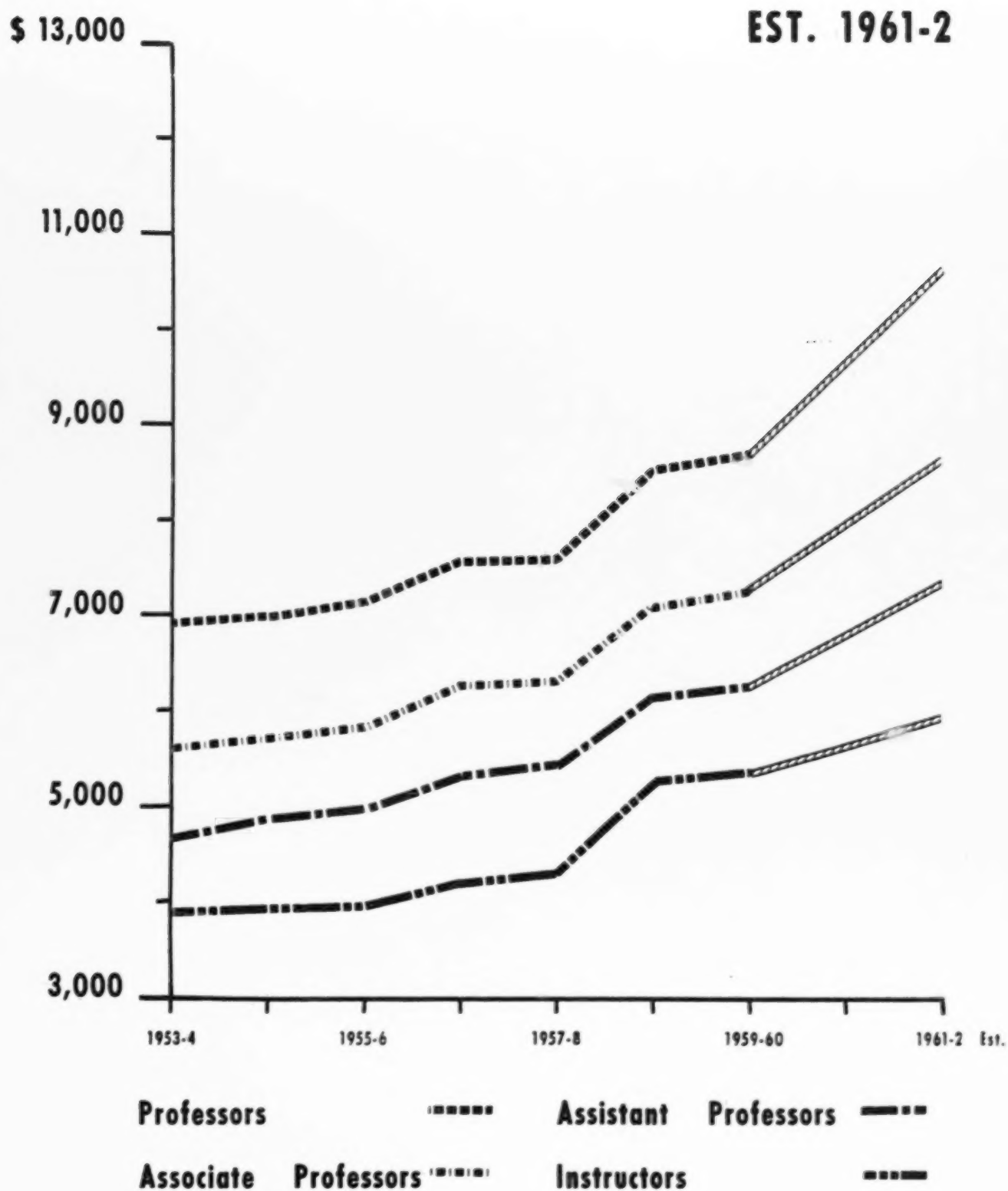
The salary range for each rank is shown in Figure 4 and is specifically enumerated in the recommendation on the next page. The committee proposes that it become effective July 1, 1961, with the exception of allowing one extra year to fully implement the minimum for full professor because of the larger change recommended. Allowing for this exception the committee estimates that there will be only a small number of cases where individuals will not be at or near the minimum for their rank at the time the schedule would take effect, and the committee proposes that these cases be handled individually by the administration and Board of Review.

In keeping with recent policy of the Board of Trustees, the committee recommends a specific formula for determining the funds to be available for merit increases annually, and to extend the waiver of maximum salary to the rank of associate professor.

The committee also recommends a change in the present annual increment for the upper ranks so that actual salaries paid in those ranks will increase at a rate equivalent to that presently in effect in the lower ranks. This recommendation is primarily to correct a situation that has been unfavorable to the two upper ranks, especially for full professors.

On the page following is the committee's recommended salary schedule policy in the form of an amendment to page 32 of the University Manual.

Figure 3
UNIVERSITY OF RHODE ISLAND
Faculty Salaries for Academic Year
1953-54 TO 1959-60
 (AVERAGE SALARY PAID)



Source: Office of Institutional Research

May 9, 1960

Recommendation of the Salary Sub-Committee
for Revised Salary Schedule

I. Salaries

Section I. Salary Schedule

The following salary schedule for faculty members engaged in teaching, research and extension on a full-time academic year appointment is recommended to become effective July 1, 1961.

<u>Rank</u>	<u>Salary Range</u>	<u>Increment</u>
Professor	\$9,500 - 12,500*	\$400
Associate Professor	7,500 - 10,000*	300
Assistant Professor	6,400 - 8,500	250
Instructor	5,500 - 6,500	200

*Merit Policy: This is the maximum salary attainable in this grade by the accumulation of normal annual increments. Salaries in excess of this normal maximum are paid in recognition of exceptional ability and especially meritorious service. The merit fund shall be distributed in such manner as the President may recommend after consultation with the Board of Review on Rank and Salary, with the approval of the Board of Trustees. For this purpose an additional sum equivalent to one-third of the amount required for normal annual increases shall annually be included in the budget request.

Note: A salary adjustment, in lieu of normal annual increments, will be made in 1961-62 for all personnel, as follows:

Professor	\$600
Associate Prof.	500
Assistant Prof.	400
Instructor	300

Beginning again with the academic year 1962-63, and thereafter, the following will apply:

The salary differential for faculty members on calendar year appointments (exclusive of administration officers who may have academic rank) shall be 15 percent which shall be applied as an addition to the minimum and maximum salaries and the increment in the salary schedule for the academic year.

Change in University Manual, page 32.

Approved by the Policy Committee, May 16, 1960

Approved by the Board of Trustees, June 13, 1960

Figure 4

UNIVERSITY OF RHODE ISLAND
Maximum, Minimum and Average Faculty Salaries by Rank
1959-60 AND 1961-2

